

## **Request for City Council Committee Action**

Date:	December 3, 2003		
To:	Ways & Means/Budget Committee		
Prepared by:	Pam French, Interim Human Resour	rces Director (673-2139)	
Approved by	<b>:</b>		
	Pam French Interim Human Resources Director	John Moir City Coordinator	
Subject:	Amending		
Presenters in	Committee: Timothy Giles, Empl	oyee Services Director	
	ation: Amend Title 2, Chapter 20, clating to Administration: Personnel: S	Article VIII of the Minneapolis Code of Sick Leave as attached.	
	cial Impact (Check those that apply)		
_X_ No financial impact - or - Action is within current department budget.			
(If checked, go directly to Background/Supporting Information)			
Action requires an appropriation increase to the Capital Budget			
Action requires an appropriation increase to the Operating Budget			
Action provides increased revenue for appropriation increase			
	Action requires use of contingency or reserves Other financial impact (Explain):		
	* ' * '	n provided to the Committee Coordinator	

## **Background/Supporting Information Attached**

The attached provision of the Ordinance has been found to be in violation of the Internal Revenue Code related to Constructive Receipt. The City has conversed with the appropriate IRS officials to ensure the proposed modification(s) comply.

Additionally, the City has also negotiated the same change(s) with each respective collective bargaining unit to ensure the City is in compliance with the IRS requirements.

These changes are necessary to prevent an adverse tax impact on non-represented and appointed employees.

Finally, the proposed changes to paragraphs (a), (d), and (e) are to match current City practices supporting the equitable treatment of employees and to eliminate archaic language.

Thank you for your consideration to this very important issue.